

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

HB 480 - SB 469

March 12, 2009

SUMMARY OF BILL: Authorizes employers to require employees to speak only in English at certain times when the employer has a legitimate business necessity for such a policy.

ESTIMATED FISCAL IMPACT:

Increase State Expenditures – Not Significant

Assumptions:

- A not significant increase in state expenditures attributable to the administrative cost of handling increased complaints to the Human Rights Commission.
- The Human Rights Commission will not investigate more than 30 complaints per year based upon the provisions of the bill.

CERTIFICATION:

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, reading "James W. White".

James W. White, Executive Director

/cce